

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 EURE-00 SSO-00 NSCE-00 USIE-00 INRE-00

SS-15 NSC-05 CIAE-00 PM-03 INR-07 L-02 ACDA-05

NSAE-00 PA-01 PRS-01 SP-02 TRSE-00 SAJ-01 DODE-00

AID-05 CEA-01 COME-00 EB-07 EA-06 FRB-03 IO-10 NEA-09

OPIC-03 CIEP-01 LAB-04 SIL-01 OMB-01 OIC-02 /108 W

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O R 141658Z MAY 75

FM USMISSION OECD PARIS

TO SECSTATE WASH DC IMMEDIATE 7038

INFO USMISSION NATO

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E.O. 11652: N/A

TAGS: AORG, OECD, NATO

SUBJECT: THREATENED STRIKES BY OECD AND NATO STAFF COULD
DISRUPT MINISTRAL AND SUMMIT MEETINGS

1. AT MAY 14 HEADS OF DELEGATION MEETING CALLED TO
DISCUSS ARRANGEMENTS FOR MAY 28-29 MINISTERIAL MEETING,
DEPUTY SECRETARY GENERAL CALLED ATTENTION TO LETTER
CIRCULATED BY STAFF ASSOCIATION OF COORDINATED ORGANIZA-
TIONS WHICH RAISES POSSIBILITY OF DISRUPTION OF OECD
MINISTERIAL AND NATO SUMMIT MEETINGS BY "CONCERTED
ACTIONS" (READ STRIKES) BY INTERNATIONAL STAFFS BEGIN-
NING MAY 23 IF SATISFACTORY DECISION IS NOT REACHED ON
GENERAL SALARY REVIEW DURING MAY 14-15 MEETING OF COORDINATING
COMMITTEE OF GOVERNMENT BUDGET EXPERTS (CCG) . STAFF
ASSOCIATION LETTER, TEXT OF WHICH IS TRANSMITTED
BELOW, APPEARS TO BE ADDRESSED PRIMARILY TO POSITIONS
WHICH USDEL HAS PUSHED UNDER INSTRUCTIONS FROM
WASHINGTON DURING LAST MONTH IN CCG. REPORT ON FIRST
DAY OF CCG MEETING FOLLOWS BY SEPTTEL.

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2. FOLLOWING IS TEXT OF STAFF ASSOCIATION LETTER.

BEGIN TEXT

TEN MONTHS HAVE NOW ELAPSED SINCE THE DATE FORESEEN FOR THE APPLICATION OF THE GENERAL REVIEW OF SALARIES (1ST JULY, 1974). THE COORDINATING COMMITTEE OF GOVERNMENT BUDGET EXPERTS AND ITS WORKING PARTY NO. 12, HAVING CUT BACK THE PROPOSALS OF THE SECRETARIES GENERAL BY ARBITRARY AMOUNTS, HAVE STILL NOT SUBMITTED ANY RECOMMENDATIONS TO OUR COUNCILS SO AS TO HAVE THE NEW SALARIES PAID WITH RETROACTIVE EFFECT.

WHAT IS MORE, THEY HAVE LINKED THIS PAYMENT TO OTHER PROPOSALS WHICH GO SO FAR AS TO CHALLENGE OUR VESTED RIGHTS. INDEED, DESPITE THE EFFORTS OF OUR SECRETARIES GENERAL AND THEIR ADMINISTRATIONS, THEY APPEAR TO BE SEEKING:

(A) TO INTRODUCE A NEW FORMULA FOR ADJUSTING SALARIES TO THE COST-OF-LIVING INDEX, TO ACCOMPANY IMPLEMENTATION OF THE NEW PAY SCALES; AND

(B) TO USE THE PROGRESSION OF SALARIES IN NATIONAL CIVIL SERVICES IN MEMBER COUNTRIES AS A FUTURE YARDSTICK.

IT IS THE NEW FORMULA FOR COST-OF-LIVING ADJUSTMENTS WHICH IS BY FAR THE MOST ALARMING. WHAT THE EXPERTS HAVE IN MIND IS ALONG THE FOLLOWING LINES:

(I) TO ADJUST OUR SALARIES IN FUTURE NO MORE THAN TWICE A YEAR ON FIXED DATES (1ST JANUARY AND 1ST JULY), ELIMINATING THE GIVE-POINT THRESHOLD SYSTEM WITH THE TYPE OF RETROACTIVE EFFECT CURRENTLY IN FORCE FOR EXCEPTIONAL ADJUSTMENTS;

(II) TO GROUP SALARIES INTO FOUR MAIN CATEGORIES (THE PRECISE GRADES TO BE INCLUDED IN EACH CATEGORY HAVE YET TO BE DETERMINED).

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THE FIRST CATEGORY, WHICH WOULD BE THE LOWEST PAID, WOULD BE THE ONLY ONE TO RECEIVE SOMETHING APPROACHING THE COMPLETE AMOUNT OF ANY COST-OF-LIVING ADJUSTMENT

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GRANTED. THE SECOND CATEGORY MIGHT RECEIVE 80 TO 90 PERCENT, THE THIRD 70 TO 80 PERCENT AND THE FOURTH (PROBABLY A5 AND ABOVE) NO MORE THAN 75 PERCENT.

THIS WOULD NOT ONLY REPRESENT A REDUCTION IN PURCHASING POWER, BUT WOULD ALSO BE TANTAMOUNT TO DOUBLE TAXATION, NOT ONLY FOR A AND L GRADES BUT ALSO AND MORE ESPECIALLY FOR B AND C GRADES, WHOSE BASIC SALARIES ARE CALCULATED ACCORDING TO THOSE PAID BY BEST LOCAL EMPLOYERS AFTER TAX AND ARE THEREFORE ALREADY SET AT LEVELS EQUIVALENT TO BEING TAXED AT SOURCE.

THIS PROPOSAL IS BOTH UNJUST AND UNWORTHY

THE SECOND PROPOSAL OF THE BUDGET EXPERTS (TO TAKE ACCOUNT OF THE PROGRESSION OF SALARIES IN NATIONAL CIVIL SERVICES) IS EQUALLY UNWORTHY. THE BUDGET EXPERTS, BEFORE EVEN THINKING OF ITS INTRODUCTION,
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SHOULD FIRST MAKE SURE THAT THE STAFF OF OUR ORGANIZATIONS ARE GUARANTEED TRUE CIVIL SERVICE CONTRACTS SIMILAR TO THOSE IN NATIONAL ADMINISTRATIONS, PROVIDING INTER ALIA FOR:

(A) SECURITY OF TENURE FOR ALL GRADES OF STAFF;
(B) UNEMPLOYMENT BENEFITS;
(C) REAL CAREER OPPORTUNITIES.
THE CPAPOC INSISTS THAT:

(1) THE NEW SALARY SCALES BE INTRODUCED IMMEDIATELY;
(2) THE PRESENT SYSTEM OF COST-OF-LIVING ADJUSTMENTS BE MAINTAINED;

AND WILL CONTINUE TO INSIST THAT THE GENERAL REVIEW IS BASED ON THE ECONOMIC AND SOCIAL CONTEXT OF THE REFERENCE PERIOD (1ST OCTOBER 1971 TO 30TH JUNE 1974) AND NOT ON SUBSEQUENT EVENTS WHICH WILL IN ANY CASE BE BROUGHT INTO ACCOUNT FOR THE NEXT REVIEW.

THE CPAPOC, AS THE HIGHEST LEVEL OF REPRESENTATION OF ALL 8,000 STAFF OF ALL FIVE COORDINATED ORGANIZATIONS, REITERATES ITS DEMAND TO BE TREATED AS SUCH, NOT AS A PRIVILEGE BUT AS A RIGHT IN THE FRAMEWORK OF NORMAL EMPLOYER/EMPLOYEE RELATIONSHIPS AS PRACTICED THROUGHOUT THE CIVIL SERVICES OF MEMBER COUNTRIES. THERE IS NO VALID REASON FOR CONTINUING TO REFUSE THE CPAPOC ITS LEGITIMATE CLAIM TO COMPLETE AND UP TO DATE INFORMATION AND PARTICIPATION IN THE WORK OF THE COORDINATING COMMITTEE AND OTHER BODIES IN WHICH THE STAFF OF THE COORDINATED ORGANIZATIONS HAVE AN OBVIOUS INTEREST.

FAILING A SATISFACTORY OUTCOME OF THE MEETING OF THE COORDINATING COMMITTEE ON 14TH AND 15TH MAY THE CPAPOC WILL BE OBLIGED TO HAVE RECOURSE TO CONCERTED ACTIONS THROUGHOUT ALL FIVE COORDINATED ORGANIZATIONS BEGINNING MAY 23.

END TEXT.
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